

## **ALABAMA BOARD OF EXAMINERS IN COUNSELING PROPOSED REGULATION CHANGES**

The Alabama Board of Examiners in Counseling (ABEC) proposes changes to the Administrative Code, rules and regulations of the Board. Interested persons may present their views in writing to the Executive Director of the ABEC at any time during the 37-day period following the 31<sup>st</sup> day of May 2016 or if requested in advance, by personally appearing at Room 765, Medical Forum Building, 950 22<sup>nd</sup> Street North, Birmingham, AL 35203 at 10:00 a.m. Friday, July 8, 2016. Contact the ABEC office with any questions 800 822-3307 or 205 458-8716.

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### **255-X-1-.08 Finances.**

(1) The Board shall set fees and no part of any fee shall be refundable under any conditions.

(2) The following fees shall be in effect:

(a) Application	\$200.00
(b) Licensed Professional Counselor License	\$300.00
(c) Associate Licensed Counselor License	\$150.00
(d) Licensed Professional Counselor Renewal	\$300.00
(e) Associate Licensed Counselor Renewal	\$150.00
(f) Application Package Fee	\$ 25.00
(g) Supervising Counselor Approval Processing Fee	\$150.00
(h) Examination	\$120.00
(i) Duplicate or Replacement License	\$ 15.00
(j) Provisional License	\$150.00
(k) License Reactivation	\$ 50.00 per year not to exceed \$250.00
(l) Written License Verification	\$ 25.00
(m) LPC Reinstatement under 255-X-7-.01(3)(a)	\$500.00
(n) <u>Bad Check Charge</u>	<u>\$ 30.00</u>
(o) <u>Notary Public Services</u>	<u>\$ 30.00</u>

(3) All fees collected shall be deposited in the State Treasury, with funds being disbursed in accordance with normal state procedures. In addition to fees collected, the Board is empowered to accept grants from foundations and institutions to carry out its functions.

### **255-X-2 Definitions and Clarification of Terms**

#### **255-X-2-.01(1)**

(1) Unless specifically exempt by Code of Ala. 1975, §34-8A-3, no person shall engage in the private practice of counseling in the state of Alabama without a valid license issued through due process by the Alabama Board of Examiners in Counseling. The issuance of a license by the Alabama Board of Examiners in Counseling authorizes a licensee to engage in the private practice of counseling in the State of Alabama only.

**255-X-2-.18 Relevant Professional and Continuing Educational Experience.** A professional program, seminar, workshop, or formal graduate course work in a regionally accredited institution, consisting of at least one (1) contact hour focused on increasing knowledge and use of skills in the private practice of counseling in one or more of the following areas: counseling theory and practice, human growth and development, social and multicultural foundations, helping relationships, group dynamics, lifestyle and career development, appraisal of individuals, research and evaluation, or professional orientation. Formal graduate course work utilized as continuing education for licensure renewal cannot also be utilized as a substitute for supervised experience required to become a Licensed Professional Counselor. Formal graduate course work used as a substitution for supervised experience to become a Licensed Professional Counselor cannot also be utilized as continuing education for licensure renewal.

**255-X-2-.19 Concurrent Supervision.** All supervision of an ALC providing direct service to clients is to be provided by the Supervising Counselor identified on the license of the ALC. Concurrent supervision is supervision of the direct service provided by an ALC by more than one supervisor for the same clients in order to meet licensure or certification requirements of an entity other than the Alabama Board of Examiners in Counseling. Concurrent supervision of an ALC's service to the same clients by more than one supervisor is prohibited by the Alabama Board of Examiners in Counseling.

**255-X-2-.20 Practicum.** Graduate level academic course work that provides for the development of individual and group counseling skills under supervision. The practicum must be taken through a regionally accredited institution, for a total of one hundred (100) clock hours. A minimum of forty (40) clock hours must be direct service work with clients. At least 80% of the direct service work with clients in the practicum must be in counseling sessions with clients. Assessment activities with clients may not account for more than 20% of the direct services in the practicum. A minimum of one (1) clock hour per week must be of individual supervision by program faculty, and a minimum of one and one-half (1 1/2) clock hours per week must be group supervision.

**255-X-2-.21 Internship.** Graduate level academic course work that provides an opportunity for the student to perform all the activities that a regularly employed staff member in the setting would be expected to perform. The internship must be taken through a regionally accredited institution for a total of six hundred (600) clock hours. A minimum of two hundred and forty (240) clock hours must be direct service work with clients. At least 80% of the direct service work with clients in the internship must be in counseling sessions with clients. Assessment activities with clients may not account for more than 20% of the direct services in the intership. A minimum of one (1) clock hour per week must be of individual supervision by program faculty, and a minimum of one and one-half (1 1/2) clock hours per week must be group supervision.

### **255-X-3-.01 Licensed Professional Counselor (LPC)**

#### **255-X-3-.01(2)(b)10 and 11.**

10. Practicum: Provides for the development of individual and group counseling skills under supervision. The practicum must be taken through a regionally accredited institution, for a total of one hundred (100) clock hours. A minimum of forty (40) clock hours must be direct service work with clients ~~appropriate to the program emphasis.~~ At least 80% of the direct service work with clients in the practicum must be in counseling sessions with clients. Assessment activities with clients may not account for more than 20% of the direct services in the practicum. A minimum of one (1) clock hour per week must be of individual supervision by program faculty, and a minimum of one and one-half (1 ½) clock hours per week must be group supervision.

11. Internship: Provides an opportunity for the student to perform all the activities that a regularly employed staff member in the setting would be expected to perform. The internship must be a minimum of six hundred (600) clock hours to include a minimum of two hundred and forty (240) hours of direct service work with clients ~~appropriate to the program emphasis area; a minimum of two and one half (2 1/2) hours per week of supervision to include at least one (1) hour per week of individual supervision.~~ At least 80% of the direct service work with clients in the internship must be in counseling sessions with clients. Assessment activities with clients may not account for more than 20% of the direct services in the internship. A minimum of one (1) clock hour per week must be of individual supervision by program faculty, and a minimum of one and one-half (1 1/2) clock hours per week must be group supervision.

#### **255-X-3-.01(3)(b)2**

2. An applicant may subtract one thousand hours of the required professional experience for every 15 graduate semester hours or 22.5 quarter hours obtained beyond the mater's degree from a regionally accredited college or university, provided that such hours are clearly related to the field of professional counseling, are focused on increasing knowledge and use of skills in the private practice of counseling in one or more of the following areas: counseling theory and practice, human growth and development, social and multicultural foundations, helping relationships, group dynamics, lifestyle and career development, appraisal of individuals, research and evaluation, or professional orientation, and are acceptable to the Board. However, in no case may the applicant have less than one thousand hours of the required professional experience. Formal graduate course work utilized as continuing education for licensure renewal cannot also be utilized as a substitute for supervised experience required to become a Licensed Professional Counselor. Formal graduate course work used as a substitution for supervised experience to become a Licensed Professional Counselor cannot also be utilized as continuing education for licensure renewal.

## **255-X-3-.02 Associate Licensed Counselor (ALC)**

### **255-X-3-.02(4)(a)**

#### **(4) Plan of Supervision**

(a) Applicants for associate licensed counselor must furnish to the Board, on a form approved by the Board, a plan for supervision by a Supervising Counselor. The hours of supervision listed in the plan for supervision are to be provided by the Supervising Counselor whose signature appears on the document. The Supervising Counselor must personally provide to the ALC a minimum of one hundred (100) total hours of supervision annually to include a minimum of fifty (50) hours of one-to-one, face-to-face, personal individual supervision. Supervision provided for a period of time less than a full year must be a minimum weekly average of two (2) hours which must include at least fifty percent (50%) of one-to-one, face-to-face, personal individual supervision. ~~An applicant may consider 255-X-3-.04 Exceptions for Supervision by Supervising Counselor as an alternative to supervision by a Supervising Counselor.~~

The number of direct counseling service hours accrued by an ALC toward licensure requirements shall not exceed fifteen hundred (1500) hours annually.

All supervision of an ALC is to be provided by the Supervising Counselor identified on the license of the ALC. Concurrent supervision is supervision of the direct service provided by an ALC by more than one supervisor for the same clients in order to meet licensure or certification requirements of an entity other than the Alabama Board of Examiners in Counseling. Concurrent supervision of an ALC's service to the same clients by more than one supervisor is prohibited by the Alabama Board of Examiners in Counseling.

### **255-X-3-.02(4)(b)2**

2. A supervision progress report, on a form provided by the Board, must be submitted annually ~~on the anniversary of the issue date of the ALC's license,~~ by the Supervising Counselor whose name appears on the plan for supervision required in 255-X-3-.02(4)(a). Annual supervision progress reports must verify a minimum of one hundred (100) total hours of supervision for that year, at least fifty (50) hours of which must be one-to-one, face-to-face, personal individual supervision. ~~Any~~ S supervision progress reports representing less than a full year of supervised experience must verify a minimum weekly average of two (2) hours of supervision for that period, at least fifty percent (50%) of which must be one-to-one, face-to-face, personal individual supervision. Only counseling experience supervised by the Supervising Counselor whose name appears on the ALC's license may accrue toward meeting the supervised experience requirements in 255-X-3-.01(3)(b).

Annual supervision progress reports shall be submitted to the board no later than thirty (30) days after the expiration date of the previous ALC license. A Supervising Counselor must submit a final supervision progress report to the board upon the termination of

supervision of the ALC for any reason. Any disputes concerning the content of supervision progress reports must be resolved by the ALC and Supervising Counselor before the submission of the report.

**255-X-3-.02(4)(b)3 and 5**

3. Both the Supervising Counselor and the ALC have responsibility for maintaining ongoing records of supervision sessions and records of direct and indirect counseling service. The records are to be available for review by both parties to verify data contained in supervision progress reports. These records must also may be available for examination by the Alabama Board of Examiners in Counseling for a period of three years following termination of the ALC's supervision.

5. All Supervising Counselors must ~~have clinical contact~~ establish and exercise oversight of client care with all clients of ALCs whom they supervise to plan effective service delivery procedures. The progress of the practice shall be monitored to ensure that full professional responsibility and liability will be accepted by the supervising LPC for all services rendered. The supervising LPC shall be available for emergency consultation and intervention.

**255-X-3-.03 Supervising Counselor**

**255-X-3-.03(3)(a); 255-X-3-.03(3)(a)1 and (3)(a)2**

(3) Licensed professional counselors applying for supervising counselor status must comply with the following requirements.

(a) Experience. Document ~~one of~~ the following:

1. A minimum of five (5) years continuous of full time (20+ hours per week) clinical practice as a licensed professional counselor (LPC).

~~2. Successful completion of one (1) year of supervision of supervision as a Supervising ssoociate by a Supervising Counselor according to the requirements of Section 255-X-3-.05.~~

**255-X-3-.03(3)(b)**

~~(b) Professional Association. Read, be familiar with, and agree to supervise in accordance with the ethical standards of the Association for Counselor Education and Supervision (ACES).~~

**255-X-3-.03(3)(c)**

~~(e) (b) Training. Document successful completion of one or more of the following supervisory training programs completed not more than three (3) years prior to submitting the application for Supervising Counselor status:~~



**255-X-3-.03(3)(c)3**

~~3. American Mental Health Association (AMHCA) supervisory training specific to supervision of counselors for a minimum of twenty-four (24) contact hours.~~

**255-X-3-.03(3)(c)4(a) and (b)**

~~4. Supervision according to one of the following:~~

~~(a) Thirty (30) hours of supervision of supervision by an approved, or certified supervisor in one of the four clinical associations listed in (c) (b) 2 above or a Supervising Counselor meeting the requirement of this chapter.~~

~~(b) Successful completion of Supervising Associate experiential requirements. Applicants having completed the experience requirement as a Supervising Associate according to the requirements of Section 255-X-3-.05 must provide a letter, signed by the Supervising Counselor in 255-X-3-.03(a)2 accounting for the total clock hours of supervision of supervision provided.~~

**255-X-3-.03(3)(f)**

~~(f) Limitations of Supervision Practice. No Supervising Counselor may exceed a total of five (5) supervisees, with a maximum of three (3) Supervising Associates.~~

**255-X-3-.03(3)(g)**

~~(g) Continuing Education Credit. One (1) contact hour of continuing education credit may be earned for each ten (10) clock hours of supervision of an associate licensed counselor. Up to but no more than ten (10) contact hours of continuing education credit may be earned by providing one hundred (100) clock hours of supervision of an associate licensed counselor. Supervising Counselors may obtain up to, but no more than, ten (10) contact hours of continuing education credit for forth-eight (48) clock hours of supervision of supervision of a Supervising Associate. A Supervising Counselor may earn up to, but no more than, one (1) contact hour of continuing education credit for each ten (10) clock hours of supervision provided to a licensee who requires supervision of counseling practice as a result of a disciplinary action taken by the board. A Supervising Counselor may earn a maximum of ten (10) contact hours of continuing education credit during a two-year period for supervision provided under this regulation.~~

**255-X-3-.04 Exceptions for Supervision by Supervising Counselor. Repealed**

**255-X-3-.05 Supervising Associate. Repealed**

## **255-X-6-.01 Licensure**

### **255-X-6-.01(1)and (3)**

(1) The Board shall issue a license to practice as a professional counselor to all persons who meet the qualifications and ~~who either are subject to the provisions of Code of Ala. 1975, §34-8A-23, or~~ who pass the required examination and meet the required experience qualifications. For all initial licenses, the licensure term may be less than or greater than two (2) years depending on the date of issuance of the license and will expire July 31 of the renewal year.

(3) Licensure shall be documented by the issuance of a license document approved by the Board, carrying the approval seal of the board, and bearing the signature of the Chair of the Board. The issuance of a license by the Alabama Board of Examiners in Counseling authorizes a licensee to engage in the private practice of counseling in the State of Alabama only.

## **255-X-6-.03 Reactivation Of License**

### **255-X-6-.03**

**Reactivation of License:** An LPC or ALC with an inactive license may request reactivation of licensure through a written request to the Board. An LPC must submit documentation acceptable to the Board of continuing education activities of no less than forty (40) contact clock hours accrued within the twenty-four (24) months immediately preceding the reactivation request. The forty (40) hours of continuing education must contain a minimum of six (6) clock hours devoted to ethical concerns for practice, assessment, supervision, or research in counseling. Additionally, the applicant must pay the reactivation fee as well as the renewal fee noted under 255-X-1-.08 of the regulations. ~~An ALC must submit documentation acceptable to the Board of continuing education activities of no less than twenty (20) contact clock hours accrued within the twenty-four (24) months immediately preceding the reactivation request. The twenty (20) hours of continuing education must contain a minimum of three (3) clock hours devoted to ethical concerns for practice, assessment, supervision, or research in counseling.~~

~~Beginning January 1, 2010, a~~An ALC must submit documentation acceptable to the Board of continuing education activities of no less than ten (10) contact clock hours accrued within the twelve (12) months immediately preceding the reactivation request. The ten (10) hours of continuing education must contain a minimum of two (2) clock hours devoted to ethical concerns for practice, assessment, supervision, or research in counseling. A proposed plan of supervision must also be submitted by the ALC for Board approval. Additionally, the applicant must pay the reactivation fee as well as the renewal fee noted under 255-X-1-.08 of the regulations.

## **255-X-7-.01 Licensed Professional Counselor (LPC) Renewal**

### **255-X-7-.01(4)**

(4) Continuing Education. No license will be renewed unless the renewal request is accompanied by evidence satisfactory to the Board of the completion of relevant professional and continued education experience meeting the definition in section 255-X-2-.18 completed during the term of the current license.

### **255-X-7-.01(4)(d)**

(d) Of the forty (40) formal contact clock hours required for renewal of LPC, ten (10) hours may be obtained by supplying documentation of two (2) of the activities listed below:

1. Services as a presenter for a seminar, workshop, or training conference that is primarily counseling in nature
2. Publication of Peer reviewed material that is primarily counseling in nature.
3. ~~Therapy received (counseling, psychotherapy, analysis) leading to certification or utilized as a learning modality that is preapproved by the Board and yields a certificate or similar document for inclusion in the licensure file.~~
4. ~~3.~~ Services on boards, commissions, and holding office in professional organizations, specifically related to counseling, and in which at least thirty (30) hours annually are devoted to such service.

### **255-X-7-.01(5)(a)**

(a) An LPC whose renewal is selected for audit is required to send verification of his/her continuing education to the Board office within thirty (30) days of the date of receipt of the audit notice. Failure to submit verification of continuing education within the thirty (30) day period automatically results in a formal disciplinary action by the Board.

## **255-X-7-.02 Associate Licensed Counselor (ALC) Renewal**

### **255-X-7-.02(1)**

(1) General. ~~An Associate Licensed Counselor whose initial license was issued prior to January 1, 2010 expires biennially and on July 31 of the renewal year. The renewal period for an ALC license initially issued prior to January 1, 2010 and expiring on July 31, 2011 will be for a term of twelve (12) months.~~

An Associate Licensed Counselor whose license was issued after December 31, 2009 is required to pay annually to the board by the anniversary of his or her license issuance



date a renewal fee as set out in section 255-X-1-.08. A lapsed license may be renewed within a period of one year after lapse upon payment of fees in arrears or thereafter upon payment of a renewal fee as determined by the board.

**255-X-7-.02(3) and (3)(a)**

(3) Continuing Education. No license will be renewed unless the renewal request is accompanied by evidence satisfactory to the Board of the completion of relevant professional and continued educational experience meeting the definition in section 255-X-2-.18 completed during the term of the current license.

~~(a) A minimum of twenty (20) formal contact clock hours of relevant professional and continued education experience shall be required for renewal of ALC license initially issued prior to January 1, 2010 and expiring July 31, 2011. The twenty (20) hours of continuing education required for licensure renewal must contain a minimum of three (3) clock hours of continuing education devoted to ethical concerns for practice, assessment, supervision, or research in counseling.~~

A minimum of ten (10) formal contact clock hours of relevant professional and continued education experience shall be required for renewal of an ALC license issued after December 31, 2009. The ten (10) hours of continuing education required for ALC licensure renewal must contain a minimum of two (2) clock hours of continuing education devoted to ethical concerns for practice, assessment, supervision, or research in counseling.

**255-X-7-.02(3)(b)**

All formal contact clock hours of relevant professional and continued education experience shall be approved in advance by the Board, or shall be formal graduate academic course work, excluding thesis or dissertation credit. Academic courses taken as “audits” must be verified with an official transcript and letter from instructor confirming attendance. Formal graduate course work utilized as continuing education for licensure renewal cannot also be utilized as a substitute for supervised experience required to become a Licensed Professional counselor. Formal graduate course work used as a substitution for supervised experience to become a Licensed Professional Counselor cannot also be utilized as continuing education for licensure renewal.

**255-X-7-.02(3)(d)**

~~(d) Of the twenty (20) formal contact clock hours required for renewal of ALC initially issued prior to January 1, 2010 and expiring July 31, 2011, five (5) hours may be obtained by supplying documentation of one (1) of the following activities:~~

Of the ten (10) formal contact clock hours required for renewal of ALC issued after December 31, 2009, three (3) hours may be obtained by supplying documentation of one (1) of the following activities:

1. Services as a presenter for a seminar, workshop, or training conference that is primarily counseling in nature.
2. Publication of peer reviewed material that is primarily counseling in nature.
3. ~~Therapy received (counseling, psychotherapy, analysis) leading to certification or utilized as a learning modality that is preapproved by the Board and yields a certificate or similar document for inclusion in the licensure file.~~
4. 3. Services on boards, commissions, and holding office in professional organizations, specifically related to counseling, and in which at least thirty (30) hours annually are devoted to such service.

### **255-X-8-.03 Complaint Procedure**

#### **255-X-8-.03 (1)(a)**

(1) In the event a complaint is filed against an applicant, ALC, or LPC, or the Board determines from other information that an investigation is necessary, the procedure for investigation of complaint shall be as follows:

(a) ~~An~~ The Board's investigative committee ~~consistsing of a Board consultant, the Executive Officer, and one member of the Board~~ no less than three (3) members, two (2) of which may be the Executive Director and a member of the Board. A third member of the investigative committee may be another member of the Board, a contract employee of the board (e.g., consultant), or another person appointed by the Executive Director and acceptable to legal counsel to the board. The committee shall investigate said information or complaint to determine whether there is probable cause for disciplinary proceedings.

### **255-X-10 Licensing Under Special Conditions**

#### **255-X-10-.02 Applicants Qualified Endorsement of Out-of-State License.**

Applicants ~~who hold a currently licensed in good standing or certified to practice counseling issued by a similar board counseling licensure authority in another state, territorial possession of the United States, District of Columbia, or Commonwealth of Puerto Rico must meet the following requirements~~ may apply for endorsement of that license by:

#### **255-X-10-.02(2)**

(2). Applicants must supply a copy of the educational and supervised experience requirements in effect on the date of their application to the state of current licensure.

### **255-X-10-.02(3)**

~~(3) (4) Applications will be reviewed and Applicants must meet the Alabama educational and supervised experience requirements of the Alabama regulations that were in effect on the date of the first issuance in the state of the current license of their application to the state of current licensure.~~

## **255-X-11 Ethical Standards**

### **255-X-11-.01 Ethical Standards**

The Board has adopted the Code of Ethics and Standards of Practice for licensed professional counselors, associate licensed counselors, and applicants. All entries in the Code of Ethics and Standards of Practice are applicable regardless of whether licensed professional counselors, associate licensed counselors, or applicant are providing client care in real-time in-person practice settings as well as synchronous or asynchronous virtual practice settings. All arrangements and management regardless of practice setting must assure client welfare and protection, client consent, client confidentiality, and client autonomy to the extent required by law as well as required in this chapter. The unique nature of the practice setting cannot serve as a basis for variance from the entries in this chapter.

**A.2.a. Nondiscrimination.** Licensed professional counselors do not condone or engage in discrimination based on age, ~~color~~ race, culture, disability, ethnic group, gender, gender identity, ~~race~~, religion, sexual orientation, marital/partnership status, immigration or socioeconomic status or any other form of discrimination. (See C.5.a., C.5.b., and D.1.i.).

**A.6.c. Personal Virtual Relationships with Current Clients.** Licensed professional counselors are prohibited from knowingly engaging in a personal virtual relationship with a client, immediate family members of a client, or the intimate partners of a client (e.g., through social and other media).

### **A.13. ROLE CHANGES IN THE COUNSELING RELATIONSHIP**

Licensed professional counselors who seek to modify their existing counseling roles with a client, the family members of a client, or the intimate partners of a client must do so only after obtaining formal written consent from the client. ~~Formal consent must reflect all aspects of A.3 above.~~ Licensed professional counselors will be in violation of this standard if they fail to secure written formal consent to modify the existing counseling role with a client, the family members of a client, or the intimate partners of a client. Modifications of existing roles with a client, the family members of a client, or the intimate partners of a client include (but are not limited to) the following: (1) changing from individual to family/relationship counseling or vice versa, (2) changing to an evaluative role, (3) changing to a researcher role, or (4) changing to a mediator role. The wishes of clients who do not consent to such role changes must be respected by licensed professional counselors and modifications to the original counseling role are to be avoided. (See A.3.)

**C.2.j. Counselor Incapacitation, Death, Retirement, or Termination of Practice.**

Counselors prepare a plan for the transfer of clients and the dissemination of records to an identified colleague or records custodian in the case of the counselor's incapacitation, death, retirement, or termination of practice.

**C.5.a. Nondiscrimination.** Licensed professional counselors do not discriminate against clients, students, or supervisees in a manner that has a negative impact based on their age, ~~color~~ race, culture, disability, ethnic group, gender, gender identity, ~~race~~, religion, sexual orientation, marital/partnership status, immigration, or socioeconomic status, or for any other reason. (See A.2.a.)

**C.5.c. Reports to Third Parties.** Licensed professional counselors are accurate, honest, and unbiased in reporting their professional activities and judgments to appropriate third parties including courts, health insurance companies, those who are the recipients of evaluation reports, and others. Licensed professional counselors will be in violation of this standard if they provide written or verbal statements about persons they have not met, or about whom they do not have documentation from another professional from whom such statements have originated, in their communications with any third parties. (See B.1.g.).

**C.5.e. Social Media Exchanges.** Licensed professional counselors who engage in social media exchanges that include references to their status as a licensed counselor or their role as a professional counselor are to adhere to the ethical code for all media precautions featured in C.5.d. The use of social media as a forum for professional care with clients or the public is prohibited.

**D.1.i. Discrimination.** Counselors, as either employers or employees, do not engage in or condone practices that are inhumane, illegal, or unjustifiable (such as considerations based on age, ~~color~~, culture, disability, ethnic group, gender, gender identity, race, religion, sexual orientation, marital/partnership status, immigration ~~or~~ socioeconomic status, or any other form of discrimination) in hiring, promotion, or training. (See A.2.a. and C.5.b.).

**E.8. DIVERSITY IN TESTING**

Licensed professional counselors are cautious in using assessment techniques, making evaluations, and interpreting the performance of populations not represented in the norm group on which an instrument was standardized. They recognize the effects of age, ~~color~~ race, culture, disability, ethnic group, gender, gender identity, ~~race~~, religion, sexual orientation marital/partnership status, immigration, and socioeconomic status on test administration and interpretation and place test result in proper perspective with other relevant factors. (See A.2.a.).

**Standard of Practice Two (SP-2) Nondiscrimination**

Licensed professional counselors respect diversity and must not discriminate against clients because of age, ~~color~~ race, culture, disability, ethnic group, gender, gender

identity, race, religion, sexual orientation, marital/partnership status, immigration, or socioeconomic status or any other form of discrimination. (See A.2.a.).

#### **Standard of Practice Four (SP-4) Dual Relationships**

Licensed professional counselors must make every effort to avoid dual relationships with clients, family members of clients, and intimate partners of clients that could impair their professional judgment or increase the risk of harm to clients. When a dual relationship cannot be avoided, licensed professional counselors must take appropriate steps to ensure that judgment is not impaired and that no exploitation occurs. Licensed professional counselors must not engage in any personal virtual relationships with clients, family members of clients, or the intimate partners of a client through social media or other media. (See A.6.a, and A.6.b., and A.6.c.).

#### **Standard of Practice Eleven (SP-11) Role changes in the Counseling Relationship**

Licensed professional counselors who seek to modify their existing counseling roles with a client, the family members of a client, or the intimate partners of a client must do so only after obtaining formal written consent from the client. ~~Formal consent must reflect all aspects of A.3. above.~~ Modifications of existing roles with a client, the family members of a client, or the intimate partners of a client include (but are not limited to) the following: (1) changing from individual to family/relationship counseling or vice versa, (2) changing to an evaluative role, (3) changing to a researcher role, or (4) changing to a mediator role. The wishes of clients who do not consent to such role changes must be respected by licensed professional counselors and modifications to the original counseling role are not to be entered. (See A.3., and A.13.).

#### **Standard of Practice Thirty-One (SP-31) Exploitation**

Licensed professional counselors must not use their professional positions to seek or receive unjustified personal gains, sexual favors, unfair advantage, or unearned goods or services. (See C.5.e f)